

# MOUNTWEST COMMUNITY & TECHNICAL COLLEGE

## INSTITUTIONAL BOARD OF GOVERNORS

### Policy No. H - 1

#### FACULTY AND ADMINISTRATIVE PRODUCTIVITY

##### **1 General:**

- 1.1 Scope: Policy regarding the productivity of faculty and administrators at Mountwest Community & Technical College.
- 1.2 Statutory References: W. Va. Code §18B-7-7, 18B-7-8
- 1.3 Passage Date: May 11, 2005
- 1.4 Effective Date: May 11, 2005
- 1.5 Background: This policy was transferred by the MUBOG to the Institutional Board of Governors of Mountwest Community & Technical College and was previously numbered as MUBOG AA-10.

##### **2 Policy:**

- 2.1 The average number of student credit hours taught per faculty FTE at each institution shall be at least ten percent (10%) greater than the average during the most recent year for which comparable data are available at similar peer institutions as approved by the Board. Where appropriate, the institutions shall develop means to relate credit hours to contact hours. The population of faculty will be consistent with those reported in the federal IPEDS (Integrated Postsecondary Education Data System) survey.
- 2.2 Administrators shall be at least ten percent (10%) more productive than administrators at similar peer institutions as approved by the Board.
  - 2.2.1 Administrators shall be defined as employees in senior-level positions that should be reported according to the CUPA (College and University Personnel Association) administrator survey guidelines.
  - 2.2.2 Appropriate measures of productivity will be compared with equivalent data for similar peer institutions as approved by the Board. Such measures shall include the number of administrators as a percent of total full-time employees and the average administrator salary as compared to the appropriate peer average in addition to such other measures as may be prescribed by the Board.
  - 2.2.3 Whereas the number of administrators and salaries of administrators may not be appropriate measures of “administrative productivity” as referenced in W. Va. Code 18B -7-7, the president of Mountwest Community and Technical College shall report to the Board possible alternative measures no later than December 31, 2005.
- 2.3 All campus administrators holding faculty rank shall teach at least one (1) course during each eighteen-month employment period or conduct appropriate academic research. Teaching and/or research conducted by administrators shall be evaluated in accordance with institutional policy.
- 2.4 The Board of Governors recognizes that the faculty and staff of Mountwest Community & Technical College are dedicated to their jobs and demonstrate high levels of productivity and efficiency. These efforts are truly appreciated by all levels of the administration. As such, if and when the requirements set forth in W. Va. Code §18B-7-7 regarding productivity may be rescinded by the legislature, then sections 2.1 and 2.2 of this policy shall be void. If and when the requirements set forth in W. Va. Code §18B-7-8

regarding administrators teaching courses may be rescinded by the legislature, then section 2.3 of this policy shall be void.